

# LOCAL 1-S NEWS

*for department store workers*

VOL. 4, NO. 6

264

NOVEMBER 1, 1952

## MACY TWISTS CONTRACT, WON'T SAY HOW THEY WILL ABIDE BY ARBITRATION AWARD

### Union Cites Two In Fight Against Discrimination

The Anti-Discrimination Committee of Local 1-S has sent letters of commendation to member John Millan and Shop Steward John Schiff for their "outstanding example of alertness in the fight against discrimination in its many forms."

In the course of her work, Miss Millan came upon a requisition for sweaters on which the descriptive word "brown" had been written out and replaced with the Negro epithet "N—r." Miss Millan lost no time in reaching Shop Steward and together they wrote the grievance, which was in part, that, "We object to the use of this vile word and demand that it be traced to the source. If this is the fault of the person writing the requisition he should be dealt with severely. If the manufacturer is using the word to denote the color 'brown' he should be made to change the name or Macy's should remove his merchandise from their shelves. The use of such a word is disgrace and insult to the Negro people, who comprise many of our workers and customers."

#### Macy's Cooperates

Macy's Mr. Woll, of the Company's Office, took immediate action on the grievance and responded by saying, "I want to thank you for calling this particular incident to our attention. The management of this store considers it

regrettable that this term should have been used.

"... We certainly appreciate its derogatory sense in this country... We will do everything we can to eliminate its usage in the store.

"We are re-marking all merchandise in this department to eliminate use of the word. Our Foreign Office is instructing the vendors abroad to eliminate the word in its description of merchandise and will itself not use

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Lawyer Friedin



Macy's high-priced lawyer is the legal mind behind management twisting of contract interpretation.

Macy's has climaxed its long series of attempts to thwart the legitimate demands of its 8,000 workers and their Union, Local 1-S, with a gross misinterpretation of the contract's re-opening provision with regard to wages, even while agreeing to pay the newly-won \$2.75 raise.

Since Professor Stein's award was handed down Local 1-S has, without success, insisted that Macy's tell how they intend to abide by it. In face of the company's

stubborn refusal to comply with this reasonable request, Local 1-S President Sam Kovenetsky, Vice Presidents George Gurian and Elizabeth Hammond and Attorney John O'Donnel are concerning themselves with other means of compelling Macy's to honor Professor Stein's decision, to which both parties bound themselves before the hearings began.

The company has given evidence, thus far, of thumbing its nose at Professor Stein's logical arguments for including wage increases into the wage "structure."

Macy's lawyer, Jesse Freidin, still trying to earn the \$26,000 he reportedly got for the six weeks of the arbitration, is the legal hand being guided by Macy's management in the search for means of escaping their responsibilities.

### 'Pitch Men' To Teach Technic To 1-S Members

Veteran "demonstrators" Sid Cohen, Al Campbell and Max Linic have volunteered to teach the fine art of the "pitch" men, as well as the simpler techniques of other demonstration methods, to all Union members who may be interested.

"The idea of the class was originally conceived," said Vice President Elizabeth Hammond, "because on many occasions the better paying 'demonstration' jobs have come along and many people haven't felt qualified to accept them. The result is that when such a job goes a-begging the company hires in from the outside. We hope that a class of this kind, taught by practical and experienced workers, will give interested people all the know-how they may need."

Members who wish to participate in this class should notify their Administrator and state the night they would prefer. The class will be held at the Union office.

#### Kovenetsky Letter

In a sharply worded letter to Macy's Vice President Fred Fischer, President Sam Kovenetsky said:

"It is clear to me from your letter of October 7, 1952 to Macy's employees, from our conversation the same day, and from your letter to me of October 8, 1952, that Macy's is endeavoring to subvert and avoid the clear meaning of the Stein award.

"You say in your letter of October 8, 1952—'As we read the award, it seems plain that the Arbitrator awarded a general wage increase of \$2.75 per week and that the only change he made in the structure was to increase the maximums by \$1.75.'

"That is an unconscionable distortion if not a palpable untruth. Look again at the award," the President's letter urged, "and see

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### Better Jobs!—Who Wants 'Em?

Un-real as it may sound, there are people who haven't filled out the Local 1-S Better Job Questionnaire because they like it where they are and don't want promotions!

There are others, though, who have just neglected to sit down and get the necessary information together and turn it in to the Union office.

The questionnaires are in almost daily use by the Union in helping to guarantee better jobs for those who are fitted both by seniority and qualifications.

If you haven't received a questionnaire — ask your Union Administrator for one immediately.

If you have one and haven't turned it in — don't delay. You may be missing the job opportunity you have always wanted.

Don't rely on management to discover your talents. Help the Union represent you by giving it the facts it needs — TODAY!

## Local 1-S Looks Ahead to February Conclusion: Unity Will Win!

By President SAM KOVENETSKY

This is the fourth and last in a series of articles discussing some of the outstanding gains made by Local 1-S and some of the organizational measures which may be needed to save what we've got and to win more of what we need in February, 1953 — date of the expiration of our present contract.

We have examined in some detail the more outstanding provisions of the contract negotiated by Local 1-S with Macy's. We have looked into the benefits afforded our 8000 members by those clauses applying to job security, promotions, reduction of hours,

paid holidays, seniority, automatic wage increases and the Health Plan. We have seen how the dignity of each and every Macy worker has been advanced by Union security as contrasted with the pre-Union individual dependency on the favors of the company.

#### "You Can't Describe It!"

Since starting this series I have had many long-service workers come to me and say, "No matter what you write, Sam, you just can't describe how bad things were before we had a Union. You can't tell, in words, what it was like to be at the mercy of a supervisor who could, at a whim, decide that he didn't like the color of your tie, the way your hair was combed, or anything else about you,

and calmly inform you that you were 'no longer the Macy type.' You can't tell people what it felt like to have to hope, from day to day, that your job would still be there and not taken over by some executive's fifth cousin from Oshkosh — or fear that after five or six years you would be told that "for your own interest" you were being fired!

"You can tell the people what we have won," they told me, "but it's impossible to describe the tension and the uncertainty. You can tell the membership that thanks to the contract the company can't dump us out on the street, or cut our pay, or brazenly promote a favorite out of turn, but you can't begin to tell them how the company tried to force decent, honest workers to cut the throats

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## BRANCH STORE NEWS

### PARKCHESTER

There is still a great shortage of sales help in most departments. The strong suspicion is that we are again being put in the position of having to do the work of two or three people instead of being able to do a normal day's work and do it well. Let's not fall for the company's tricks—let's do our job. If there are any complaints, let's use our grievance procedure. The strength of our Union is the best guarantee that we will survive another holiday season without needing a rest cure when it's over! . . . There's a notice on the bulletin board that management is going to start publishing "Sparks" magazine again. Seems to me that our best bet for publicizing our activities is right through this column and the pages of our own Local 1-S NEWS. But the best way to do that is to get all the news to your reporter. If we get it as it happens we can be sure that every department's doings will be made known to the entire Union membership. So let's keep the news rolling in . . . We were all very sorry to learn that Florence Betley's (P10) husband passed away. Our sympathies are with you, Florence . . . Congratulations to proud papa McDonald, of the Sewing Machine Department. His wife presented him with a fine baby girl in mid-October . . . Nothing more for now—so, let's go, all you reporters!



Jack Jampole

### FLATBUSH

A unanimous vote to support the important defense fund highlighted the Flatbush Divisional Meeting. A vote of approval at the general membership meeting will make it official . . . The non-selling departments met and aired their problems . . . Anyone figure out their retroactive pay yet? . . . A fine young couple are tentatively planning to have a Thanksgiving wedding. In line with wedding bells, Olga Lazar is celebrating her twenty-fifth anniversary. Your Store Committee, your many friends in Flatbush and yours truly wish you a very happy anniversary—and many more! . . . Harold (Butch) Irving (FBR) back with us after a successful tour with Consolidated . . . The unusual weather has kept many of our friends away with virus. Helen McGrath (F10), Emma Olson (F1), Jean Fiore (Alterations) and Celia Stember (F12) all out . . . Back from a long spell of illness are Pat Anastasia (FBR), Viola Wahrman, Roberta Konan, Renee Finkle and Jerry Kochansky . . . Some of these people will do just about anything to get their name in the paper . . . Pinnacle is being revived in the Men's Recreation Room. That makes it easy to figure that bad weather and winter are both drawing near . . . Gotta gripe? Remember that YOU elected your Steward to help you with problems. See him!



Mel Melnyk

### WHITE PLAINS

Getting news around the White Plains store is like pulling teeth! . . . Come on gang—get behind the Welfare Fund dance. Tickets are priced at only \$1.50. If you can't be at the dance, get a ticket anyway. It's for a very good cause! President and Mrs. Sam Kovenetsky have promised to be with us—so, COME ON WHITE PLAINS—the Committee has many surprises in store for you. Everyone seems to have a "new look." The grins that were seen throughout the store as news of our raise got around were great to behold. This gain was won by our Union, folks—after Macy's said they wouldn't give us a cent. Let's be sure to remember that! . . . Rumor has it that some Union members have been running to management when friction develops between themselves and co-workers. Our Union has been built on our respect for each other and management has more respect for us when we have respect for ourselves and our Union. When in doubt—see your Shop Steward—who has your interest more at heart than a baker's dozen of executives! . . . Sorry to hear that Joe Travers' mother has passed away. Our deepest sympathy, Joe . . . Evelyn Bass (W6) now MRS. Marks as of Columbus Day. Much happiness, Mrs. Marks, to you and your husband.



Pat Favoino

### JAMAICA

Management has agreed, after several meetings with Administrator Pat Favoino and our Store Committee, to have refreshments and desserts in the ladies recreation room at special rates . . . Welcome back to our newlyweds, Thelma Halm (J13) now Mrs. Dowson, who spent her honeymoon in Colorado and Joan Coleman (J8), now Mrs. Godsell, who honeymooned in Canada . . . Back from vacation in upstate New York is George Mueller (J6) . . . Glad to have Lillian Gonzales (J4), Angela Miele (Ladies Fitter), Harriet Dwyer (J13) back with us. They've all been out sick. We're all happy to hear that Agnes Miller's (J13) operation was successful . . . Sorry that Gladys Wilson (Telephone Operator) and Arthur Loprenzo (Head Porter) are both out ill. Hope they'll be back soon . . . Edna Nerenberg (J4) the proud grandmother of a baby girl. Millie Gallo (J6) has just become an Aunt, and yours truly has just become the Uncle of two baby boys . . . Read it and weep, fellas—good sources report that our one and only, our beautiful Helen Hober (J12) is about to wed. Former co-worker Bill Cook, now with the PD, is the lucky fellow . . . Well, Flo—was Madeline Otto surprised at the surprise party the gals from the switchboard threw her at the Tower Restaurant? She should have been!!



Alfred Chiarella

# Macy Twists Contract (Continued from Page 1)

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where in that verified document there is any mention of a 'general wage increase of \$2.75 per week.' You are confusing the award with the opinion.

"The opinions of Dr. Stein may be rejected by both of us; we are not required to accept his wage theories or his economic analyses. We are bound, however, by his award, if valid.

"What you are required to do by the award, if you accept its validity, is to add 6 7/8c to the straight time hourly rates of pay. That is clear and incontrovertible. You choose, however, to dispute the meaning of the phrase 'straight time hourly rates of pay.' You interpret it as if it were written 'straight time hourly rates of pay of the employees on the payroll on February 1, 1952.' But it is not written that way.

Look at 3.22B of our contract. Pursuant to that section we had a re-opening as of February 1, 1952, and one of the re-opening issues was the amount of "an overall increase in the straight time hourly rates of pay."

"Dr. Stein answered the question raised by the precise language by directing that the straight time hourly rates be increased by 6 7/8c. Dr. Stein did not devise nor create a phrase 'straight time hourly rates of pay.' That was the language agreed upon by both parties and there is no ambiguity in the phrase."

### Do You Dare Contend?

"Before you dream up some ridiculous misinterpretation," wrote President Kovenetsky, "read

## TV Men Win As Macy Retreats In Pay Fight

Several weeks after Macy's had turned down a grievance of the workers in the Television Departments of Herald Square and all the Branch stores, and just a few days before the Union was scheduled to tell its story to an impartial arbitrator, management reversed its position and agreed to a solution of a knotty commission problem.

The people selling the TV sets protested Macy's practice of accepting old sets as trade-ins and then paying their commissions only on the actual cash brought in by the sale of the new set.

When Mr. Fred Fischer, at the fourth step in the grievance apparatus, refused to remedy the situation, the officers of Local 1-S decided to pursue the case and take it to arbitration. As the date for the hearing drew near, Macy's reopened talks on the subject. The Union did not cancel its scheduled arbitration date, but listened politely to what the company had to say—and waited patiently until they said the right thing.

The problem was settled when Macy's agreed to pay the usual commission on the actual cash brought in by the sale of new sets PLUS the same rate of commission on cash received from the sale of sets received as trade-ins.

Last problem to be ironed out was the question of how to pay back commissions on approximately 300 trade-in sets already sold by Macy's. Final agreement was reached when management went along with the proposal that each person should get a proportionate share of the total of cash based on the number of such sets he had sold.

farther along into the same sentence in 3.22B and you will come across the identical phrase relative to the reopening on 'inequalities in the straight time hourly rates of pay.' Do you dare contend that inequalities in the straight time hourly rates of pay mean inequalities in the rates of pay of individual employees? Look at the record and read your brief, and see what you accepted to be the clear meaning of the phrase you now seek to distort.

"Your letter makes it very obvious that you read neither the reopening clause nor the award. Certainly, had you read the award you would not have so carelessly said '... the only change he made in the structure was to increase the maximums by \$1.75.' As just one instance of a change in the structures, apart from that directed by the addition of the \$1.75, see 2.D of the award:

"The CTO first figurer classification shall be placed at the same rate range as the CPG first figurer classification."

"By what weird maneuver will Macy's accomplish that direction without interfering with the wage structure?"

"I can understand and respect an employer strenuously and honestly resisting an increase in costs and resisting contractual limitations on the authority of management. I cannot understand nor can I have any respect for an employer who takes clear language and tries to distort it beyond all reason. You suggest going back to Dr.

Stein with a loaded question. Of what use is it to go back to Dr. Stein or to go to any arbitrator as long as Macy's chooses to twist, distort and subvert a clear and simple direction?

"In view of this controversy I ask you to inform the Union promptly how you propose to carry out each provision of the award. We want this information in writing clearly spelled out in detail.

Very truly yours,  
Sam Kovenetsky,  
President"

### Special Statement

In a special statement to the Local 1-S NEWS President Kovenetsky said, "We don't know what Macy's answer will be, nor do we know how long it will take to clear up the mess they have created. We do know that every member of Local 1-S can now see Macy's for what it is—a ruthless corporation that will resort to any means to advance its own ends, no matter who they have to step on to get there.

"I am confident that this lesson will not be lost on the membership when they have to consider the best means of winning contract improvements in February. I am certain that at that time they will show Macy's that they have accepted the challenge and are determined to fight until they win. That is the aim, the spirit and the determination of Local 1-S and its 8,000 members."

## Anti-Discrimination—

(Continued from page 1)  
any such description in its own orders . . ."

### Second Case

Shortly after the first case was called to Macy's attention and acknowledged, Max Wald, Chairman of the Receiving Department's Floor Committee, came upon a different shipment of merchandise marked in the same way, stored and ready for use on the selling floors.

He lodged an immediate protest with Mr. Henry Antonelli, Division head of the 10th Floor Receiving Department and was assured that the markings would be changed promptly. Ten days after he had protested, and the same day on which he returned from vacation, Max Wald was told by management, that the insulting markings had been removed. A personal inspection proved that the top executive on the floor either didn't know what he was talking about or was trying to cover up. He again thundered into Antonelli's office, this time to tell him that the merchandise wouldn't be touched until the changes were made. In response to the threat and the demand management ordered a special crew of Markers to work immediately, and the job was done.

Said Max Wald, "The men and women of the Receiving Department have been instructed not to handle any merchandise marked or invoiced in this disgusting manner. The changes must be made

at the source. I hope some people on the other side of the Atlantic Ocean are getting a lesson in American democracy as a result of our fight for it."

### Committee Meets

John Malone, Alphonso Ramsey and Administrator Tom Raffaele, representing the Anti-Discrimination Committee, met with Personnel spokesman Mrs. G. G. Michelson who similarly deplored the use of the offensive word and pledged the company's full cooperation in avoiding such insulting incidents in the future.

The Committee urged the entire membership of Local 1-S to "be alert and on the offensive against any instances which may be regarded as insulting to the Negro people or to any other minority group. The test of our Americanism and our democracy lies in our ability to defend our principles of equality. Report all discriminatory acts or instances to the Union immediately so that they may be eliminated as quickly as they are discovered.

## HEALTH PLAN NOTE

If you plan to take a leave of absence for more than 30 days or if you leave the store and wish to continue your Health Plan coverage on a direct payment basis, YOU MUST see the Local 1-S Health Plan Consultant at the Union office within 30 days from the end of the month in which you leave the store. Protect yourself—protect your family—protect your benefits. Be sure to come to the Union office on time!

**FREE  
LEGAL AID CLINIC**  
at the  
**UNION OFFICE**  
Every Wednesday  
5 to 7 P.M.



# Local 1-S Looks Ahead to February...

(Continued from page 1)

of their co-workers because jobs were scarce and hard to find. It will even be hard to make people believe that Macy's regarded Union talk as subversive — that you had to look over both shoulders and talk softly about the changes a Union could make. Lots of people may think Macy's is like a jail today — they don't know about the concentration camp of yesteryear!"

## No Turning Back

These veterans of the many years of struggle against sub-standard wages and insecurity are right — and we owe it to ourselves to see that we never allow an arrogant, anti-Union Macy management to push us back into the mess from which we fought so hard and so successfully to free ourselves.

Every member of Local 1-S — every man and every woman who works for Macy's should know that the company has never freely given them anything. Every advance that has been made — every raise that has been won — every bit of additional security that has been gained, all have been fought for. All have been achieved because the workers, 8000 strong, were united — and because they were united they were unbeatable! Our unity allows for differences amongst ourselves. We may disagree on many things — we go through the democratic process of electing the leaders of our Union every two years — we have opposition candidates and discussion on the issues — but the fundamental unity of all the workers against Macy's management remains unshaken. This is

the key to our victories in the past and is our key to new victories in the months and years that lie ahead.

## Looking Forward

Every time we walk in and sit down at the opposite side of the table and begin to negotiate with Macy's, we put our entire past on the line. Every time our contract expires Macy's is tempted to try to push the clock back and reclaim some of what we have taken from them.

From all indications, this coming February 1st will provide us with a sterner test than any we have faced so far. Macy's, as has been said many times before, has already taken the position that it will fight for the right to cut pay. But to succeed in that, Macy's knows that they will have to seriously weaken us. From this we can conclude that they will attempt an all-out, Union-busting campaign.

## Should Surprise No One

This should come as a surprise to no one except an occasional sentimentalist who chooses to think that Macy's has a heart instead of cash registers. To the realists, Macy's will take its cue from the anti-union attacks that have been launched by corporations all over the country. Macy's itself just went through a four week strike at its Toledo store, where the workers were fighting for a Union Shop agreement and a raise.

But Macy's will enter such a fight with us *only if they think they have a chance of winning!* If they are convinced, before they start, that 8,000 Union members are prepared to stand shoulder-to-shoulder to fight until victory, then their attacks will never materialize.

## Organizing For Victory

One of the first concrete ways we will have of demonstrating to Macy's that we still mean business is by the support we give to the Defense Fund, approved by the membership at our recent meeting. If each payment is made as a conscious Union-building step, Macy's will have to immediately begin to revise its thinking and planning.

The next step must take place within each and every department of the store. There, the people should draw even closer together—discuss fully the issues as they become known—be collectively alert for any violations of the contract—and give full support to the Shop Steward as he or she works for enforcement of the agreement.

And last, but by no means the least, every Union member must be ready to respond to any call that comes from the leadership of Local 1-S. It is impossible to say, this far in advance, what the exact situation will be and what precise measures may be needed to meet that situation. However, so long as your elected leaders know that you are ready to undertake a vigorous defense of your rights, they can state your determination with strength and confidence. A strike is a measure of last resort and, under our Constitution can be authorized only by the membership. But long before we may be called upon to face that problem the die will have been cast by your own spirit and unity. A will to win will put us on the road to victory. Our fighting determination will carry us down that road to still greater security, better working conditions and higher pay. We have done it before—and we shall do it again in February, 1953!

## Worker Hurt On Macy Job, Denied New Chance, Now Victim of Despair

By Administrator Tom Raffaele

459 days after Morris Lucenti injured his back in the line of duty for Macy's Bulk Toy Department and more than four years after he first came to work in "the largest store in the world," he is a broken man physically and spiritually.

We, around the negotiating table first heard of Morris in the course of the 1949 inequality hearings. We listened with wonder and awe as his Shop Steward described the speed, skill and pride with which he performed his multiple tasks. This was not idle talk about a busy man, but an attempt to win for him a wage increase that would more accurately reflect his responsibilities and his ability.

## Rated "Excellent"

From the vivid word picture painted for both management's representatives and the Union's negotiators by his Shop Steward, William Kopper, everyone in the room knew that Morris Lucenti was the kind of man who would continue to distinguish himself whether he got his raise or not—not out of a mistaken sense of loyalty to Macy's, but out of pride in himself as a worker. Macy's "Excellent" ratings simply confirmed that fact.

For two additional years, he labored at the heavy and skilled work of assembling toys and apparatus until that fateful July 3rd when the weight of his job proved greater than the strength of his back.

From that date, Morris' faith and fortune declined steadily. Ma-

cy's, by every one of its actions contributed to the embitterment and disillusionment of this man. Thanks only to the Union's inclusion of the sick leave plan in our contract was Morris able to benefit from 26 weeks of guaranteed sick leave pay. Were it not for that, his fortunes would have declined twenty-six weeks sooner. For at the end of that period Morris found himself still unable to resume the job on which he was injured. Only under the persistent prodding of the Union was Macy's "generous" enough to make an offer of a "light" stock job which would have meant both a reduction in pay and a burden still too great for his injured back.

## Macy's Makes "Exception"

Bowing to the pressure of the Union's insistent demands, Macy's told Local 1-S that they would be willing to make an exception to their rule against moving a person from the non-selling division to the selling division, provided that he met with the approval of the employment office. By some queer "coincidence" the employment office determined that Morris was not the "selling type," despite the known fact that Macy's, like every other department store, is forced by necessity to accept applicants of varying experience, varying skills and with varying backgrounds during the heavy Christmas hiring season.

Even in face of this, Macy's refused to give Lucenti a fighting chance to prove himself and to preserve his dignity and self re-

spect as a conscientious worker. While denying him the right to work, Macy's legal staff was doing its utmost to deny him the protective benefits of the compensation law. At hearing after hearing, Macy's lawyers, speaking for Macy's doctors, contended that Mr. Lucenti was physically able to work. Their claim had within it the ugly implication that he was able but unwilling to do what he had done for many years before—namely, an honest day's work.

## Wins Compensation

Only in the course of the lengthy hearings which finally led the compensation board to award him compensation benefits, (thereby rejecting Macy's insinuations) was it established that the year previous Morris had suffered a similar but less severe injury and had continued to work. Today, 459 days later, Morris Lucenti is willing and able to work with the only limitations being those stated by his doctor who said in part, that "... if it would be possible to find a job for him which would not involve lifting or bending, it might be possible for him to return to a gainful occupation while undergoing treatment."

## Penniless

Today, 459 days later, Morris Lucenti's disillusionment is complete. By a quirk in the development of the case, he has not received a penny under the New York State Compensation Law since July. Because his previous occupation was "stockman" and because of his inability to perform that kind of work, he is for practical purposes barred from New York State Unemployment Insurance. And by Macy's callous disregard of his needs, if not his rights as a human being, he is barred from a chance to start anew.

With a new Christmas hiring season at hand, Local 1-S finds that Morris Lucenti has closed his book on Macy's in disgust and despair. Macy's goes on, but the future for Morris, his wife and son is very dark.



## KOVENETSKY FLYING TO NATIONAL CIO CONVENTION IN LOS ANGELES

One year ago Local 1-S President Sam Kovenetsky stepped up to the speakers' platform at the National CIO Convention for the first time.

This year, backed by guarantees of all-out aid from State and National CIO if Local 1-S should need it, President Kovenetsky is flying to the convention in Los Angeles. As Vice President and Director of Organization of the United Department Store Workers one of his major tasks will be the winning of active support for the campaign to organize the many unorganized.

Such a campaign would be another weapon in the fight to raise department store wage standards.

Before his departure, the Local 1-S leader said, "While we have always known that the low wages and poor working conditions of the unorganized hold back the gains that can be won by those who are organized, we found new emphasis being put on this point during our recent arbitration."

"In an effort to justify their refusal to give us a wage increase Macy's pointed to the number of

unorganized stores, right here in New York, paying less than our members now receive.

"While we reject this kind of false reasoning," said President Kovenetsky, "we do know that many problems would be eased if we succeed in our organizing campaign."

While he is on the West Coast the Local 1-S President will take a personal hand in some of the organizing activity now underway and will discuss with local leaders ways and means of more vigorously developing the drive which is aimed at an estimated one-and-a-half million department store workers who are awaiting organization.

DON'T FORGET —

VOTE

ELECTION DAY

TUESDAY

NOVEMBER 4

Polls Open 6 A.M.-10 P.M.

## LOCAL 1-S NEWS

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# 1-S President Briefs Bosses On 'Bargaining'

At the invitation of the Mutual Security Agency and the Research Institute of America, President Sam Kovenetsky addressed a visiting team of French packaging specialists on "Collective Bargaining."

The Local 1-S President's appearance was the latest of many lectures he had led before college and university classes in labor relations and other similar groups. He has been in great demand due largely to the marked success of Local 1-S in negotiations conducted under his leadership.

In his talk to the management group - President Kovenetsky stressed the fact that simply by virtue of the fact that a union is formed and has the support of a majority of an employer's workers a company is morally obligated to bargain in good faith. He said, "In an unorganized shop the employer is still free to strike the best bargain he can get with each individual worker. But the simple act of organizing is evidence of the workers desire to collectively prepare and present their demands."

"While some employers try to make their employees 'partners' in the job of maintaining a 'sound management' they invariably leave the workers to their own devices when it comes to solving the day-to-day problems of living. Collective bargaining is the worker's answer to the solving of those problems. It is a right that workers have won by organizing, not a favor bestowed upon them by employers. Good faith and recognition of the needs of the workers is one of any employer's major responsibilities."



Members of Local 1-S can be proud that they had a hand (through collection of food and money pictured above) in the victory of UAW workers at Parker-Kalon.

The bitter fight for a raise and

security had been waged for more than five weeks on picket lines before management caved in and granted the union's demands.

The officers and members of Local 1-S have received the thanks of the strikers for their help in making the victory possible.

## Union Helps Win Jobless Pay; Bares Macy Methods

When Virginia Shenloogian got sick as a result of overwork as a Telefax operator she reported to the Union that her work load had been increased. She described the additional machines assigned to her and the heavier volume of work for which she was responsible. When management ignored the demand for additional help, Virginia just upped and quit her job.

But her troubles weren't ended. She found that Macy's claimed she had quit "voluntarily" and she was suspended from Unemployment Insurance for 42 days. Local 1-S moved back into the picture, testified at her appeal and

played a major part in winning full unemployment benefits and a referee's decision that said in part, "... she had good cause to quit her job when her request for competent assistants was not granted since continuance in her job might have resulted in serious illness."

The referee also took careful note of 1-S Administrator Tony Puca's testimony that after Virginia quit she was replaced by a full-timer and two part-timers, which proved, in full, the Union's case!

Another Local 1-S service! Another Local 1-S victory! Another case to the discredit of Macy's!

## Union Member Wins Long Fight For Compensation

On August 1, 1951 we wrote that:

Another classic example of favored treatment to executives over Union members was presented when Rose Keenan of the 9th Floor was stricken with a mysterious ailment. When the usual treatment at the Macy hospital failed to produce results she was referred to New York Hospital and the company washed its hands of the case. The hospital passed her over to the Cancer Clinic and there her malady was finally diagnosed as a tropical disease.

The source of her infection was traced to a plant being used as part of a decorator's display. The plant was removed, but still management did nothing to inform Miss Keenan of her rights or the possibilities of a compensation award for the considerable sums of money she had paid out for medical aid and doctors.

But THEN an executive from the Display Department came down with the same infection. This time management rushed her to file an insurance claim and took all other steps necessary for the full protection of her interests!

Miss Keenan, however, reaffirmed the fact that Local 1-S is the best protection money can buy. The Union sent her to its compensation lawyer who promptly processed her case and filed a claim.

The Compensation Board, which has recessed for the summer, is expected to hear and rule on the case in September.

Now, on November 1, 1951, 15 months later, we are able to write the end of the story.

The Compensation Board did not rule on Miss Keenan's case a year ago September, as we optimistically expected. Macy's doctors and lawyers raised repeated objections. They claimed her ailment was none of their doing or responsibility. They did everything in their power to keep her from being paid even medical expenses.

Miss Keenan's doctor and Local 1-S Compensation lawyer, Mr. Joseph DiFede, did a brilliant job, we are happy to report, and did Macy's brain trust. Despite the medical and legal difficulties of proving that the plants were the cause of her malady, the medical testimony in support of Miss Keenan's case carried weight and authority with the Compensation Board.

The net result of the 15 months of battling was an award in Miss Keenan's favor paying her for both the time she was out of work and the medical bills she had rolled up while looking for a cure. In hard cash, a grand total of close to one thousand dollars—and no thanks due Macy's!

## PERSONALS

FOR SALE—Kingston tank vacuum cleaner. One year old, good condition. Cost \$115 new. Any reasonable offer considered. Telephone 6-3791 after 7 P.M.

FOR SALE—York weight lifting set over 140 lbs. Reasonable. Call TA 9-0317 after 6 P.M.

FOR SALE—Two pairs drapes, like new. Soft cornice. Reasonable. Call LO 9-2226 after 6:30 P.M.

FOR SALE—Thor Automagic washing machine. Very reasonable. Call LU 4-7389 after 6 P.M.

FOR RENT—For business woman, large airy room with kitchen privileges. Reasonable rent. Near Kings Hwy & Nostrand Ave. Bklyn. Call ES 7-1364.

FOR RENT—Large furnished room in Sea Gate. Kitchen privileges. Private. Occupancy til May. Phone ES 2-2415.

FOR RENT—Furnished room in private brick home in Richmond Hill, L. I. \$15 a week, including breakfast. Forty minutes from N. Y., with all transportation. Phone VI 8-2114 after 7:15 P.M.

Personal ads for the Local 1-S NEWS must be received at the Union office by the 1st or 15th day of each month. Ads received on the 1st will appear in the issue dated the 15th. Those received on the 15th will appear in the issue dated the 1st of the following month. This is offered as a service to members of Local 1-S and there is no charge for personal ads.

**MEDICAL PLAN**—For the name and address of the doctor, dentist or podiatrist nearest you CALL the Union Office—WA 4-4540 or Associated Physicians Medical Group—BU 8-4276 (Night or Day). Complete schedule of fees available upon request.  
**BLOOD BANK**—If you need blood from the Blood Bank CALL Elizabeth Hammond at the Union Office—WA 4-4540.

## TO THE EDITOR

### SALUTE!

We—the gals of Department 44 salute the officers of Local 1-S for their victory on our behalf—and say "Thanks."

We know we have a grand, fighting Union—and a membership that will be 100% united in the battles to come.

Keep up the good work—good luck—and again "Thanks."

Adeline P. Robbins  
Bessie Paley  
Emmi J. Tuchman  
Helen H. Watin  
Gertrude Hochner  
Mary Fromme  
Regina Ross  
Eleanor Rooney  
Dorrit Lane  
Licia Hartman  
Lotte Rodriguez  
Blanche Oddera

### ACHIN' FEET

I thought I would write to you in reference to Dr. Weiner, the Chiropodist from the Health Plan.

I had an awful lot of trouble with my feet and for a while there I thought I wouldn't be able to work. He treated me so well, that thanks to him my feet are in perfect condition. I also recommended him to a few other girls. He

was a God-send to me and I think more Union members should get to him. After all, when your feet bother you, you just can't work.

I just wanted you to know how grateful and thankful I am that the Union Health Plan employs such a wonderful doctor.

Local 1-S Member,  
Loretta Hetlyn, MC

### TO TIGHE WOOD

If you really are sincere and intend to let your right hand know what your left hand is doing and if you keep your tongue from sticking to the side of your big Double Cross Cheek, then do not lift the ceiling from prices—especially food, but also rents of inexpensive apartments.

Wherever price control was removed the sky is the limit on prices. Chuck roast sells for 99 cents a pound. It is one of the cheapest meats that is eatable, yet cannot be bought by low or moderate income earners. We cannot afford meat every day so we use iron and liver pills because they are cheaper. When I go shopping I find it necessary to save my pennies very carefully because I just cannot afford to do otherwise.

That is why certain low income group persons resort to crime—to

get additional income because they just cannot bear to see their loved ones—children, wife, parents, do without the necessities of life—especially food. If we get price roll-backs and strong price controls, there will be less crime and more healthy, normal human beings, from which the entire nation will benefit.

Today dividends and bonuses from stocks and bonds are at an all-time high, at the expense of WHO?—the low and average income groups pay for them in health, blood and tears.

Yours truly,  
Rose Kenny, W10

### FINE DENTIST

I want to thank the Union for sending me to such a fine dentist—Dr. Leo Wagner.

He has done wonderful work—he is just tops in every kind of dental technique. My teeth required a really above average dentist and I appreciate being sent to him very much.

I would not hesitate to recommend anyone who needs dental work to the capable hands of Dr. Wagner and his very kind and personable assistant, Miss Bock.

Fraternally yours,  
Charlotte Jacobs, CFF

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